



Ag Employment, Workforce and Immigration Issues

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Topics

- Ag employment challenges/solutions
- Workforce shortage/prospects
- Immigration hurdles/opportunities

Ag employment challenges

- Heavily regulated
 - Several agencies/laws govern
 - DOL (FLSA, MSAWPA, OSHA)
 - MDARD (housing)
 - USICE (work authorization)
 - Time intensive compliance and audit work
 - Significant customer impact
- Farmworker advocacy groups
- Media

Ag employment solutions

- Coordination of requirements
- Training seminars
- Resources
- Commodity group outreach to regulators
- Objective regulator investigations
- Certification program?

Workforce shortage

- Why?
 - Seasonal work
 - Physically difficult
 - Outside
 - Long hours
 - Not viewed as career path
 - Traditional migrant labor reduced
 - Year round jobs
 - Aging
 - Immigration law barriers

Workforce prospects

- Refugee workers
 - Work authorized
 - Limited employment options
- Youth employment
 - Limited employment options
 - Scheduling difficulties
 - Child labor compliance
- Coordination with off season growers
- H-2A workers

Immigration hurdles

- Large percentage of unauthorized workers
- I-9 audits
 - Result in do not hire list
 - E-Verify
 - Competitive issue
- Very few options to correct status
 - DACA
 - Family-based application/waiver

Immigration opportunities

- H-2A Program
 - Complex application process/timing issues
 - Processing costs and increased wage cost
 - Different payroll withholding/reporting/rules
 - Increased scrutiny by government agencies
 - Claims by domestic workers/applicants
 - No agency currently operating in Michigan
- Support immigration reform efforts

Questions?

